

## **SPECIAL OLYMPICS WYOMING ATHLETE AND PARTNER CODE OF CONDUCT**

**A copy of this document is available on line and will be available at all events. Coaches should review and teach this document to all athletes and partners at least annually. A copy should be given to each Athlete and Partner.**

## **SPECIAL OLYMPICS WYOMING ATHLETE AND PARTNER CODE OF CONDUCT**

Special Olympics Wyoming believes that the Special Olympics Oath, “Let me win. But if I cannot win, let me be brave in the attempt”, represents the ideals that every Special Olympics Wyoming Athlete and Unified Sports Partner should strive to achieve.

Participation in Special Olympics is a representation of training and competition and each Athlete’s actions should bring honor to themselves, other athletes, teammates, families, teams, and to Special Olympics Wyoming.

Special Olympics Wyoming Athletes pledge to uphold the spirit of this **Code of Conduct**, which is only a general guide for conduct and does not describe all types of positive and negative behaviors.

If this Code of Conduct is not followed, suspension from Special Olympics, either temporarily or permanently, may be implemented. If suspended from Special Olympics, the decision may be appealed in accordance through the Special Olympics Wyoming Athlete’s Appeal Process.

### **Sportsmanship**

Athletes will:

- Practice good sportsmanship and act in ways that will bring respect to Coaches, Teams, Special Olympics and Athletes.
- Not use bad language, such as criticism, swearing or insults, and will not fight with other Athletes, Coaches, Officials, volunteers or staff, on and off the playing field.
- Show respect towards fellow Athletes, Coaches, Officials, and Volunteers at all times.
- Celebrate other Athletes with praise and positive recognition.

### **Training and Competition**

Athletes will:

- Train regularly and attend scheduled practices.
- Meet training criteria set by Coaches.
- Try their best during training and competition.
- Learn and follow the rules of the sport, and ask questions to help them understand.
- Perform in divisioning events the same as they perform in competitions.

## **Personal Responsibility**

Athletes will:

- Not make unwanted physical, verbal, or sexual advances on others in person, through social media, or over the phone.
- Not bully or harass any other person.
- Not drink alcohol, vape, or smoke in non-smoking areas or use medical marijuana or illegal drugs at Special Olympics' venue sites.
- Will not take drugs for the purpose of improving performance.
- Obey all facility and venue rules.
- Obey all federal, state, and local laws and Special Olympics rules.
- Tell a Coach, Official, or Games Management Team Member if they do not feel safe or are being hurt or if they see someone else being hurt.
- Support Special Olympics Wyoming in public awareness and fundraising activities as well as competitions.

If an Athlete violates this Code of Conduct and disagrees with the consequences, they agree to follow the Special Olympics Wyoming Athlete's Appeal Process and will accept the decision as final.

If the violation is the result of a physiological condition, a coach or parent/guardian may file an appeal on behalf of the athlete. If valid, the appeal process may not be required.

\*\*\*To ensure safety, Special Olympics Wyoming is selective with its participants. Following are some disqualifiers for potential participants:

- Child abuse
- Sexual abuse or sexual misconduct between a minor/adult
- Causing a child's death
- Neglect of a child or other individual
- Kidnapping
- Manslaughter
- Felony arrest/prosecution
- Arson
- Criminal sexual conduct

\*\*\*Athletes may not drive on behalf of Special Olympics Wyoming for seven years after a conviction of driving while intoxicated (DWI), driving under the influence (DUI), or comparable offenses; or three or more moving violations within the past three years.

## **DISCIPLINARY STEPS FOR VIOLATING ATHLETE CODE OF CONDUCT**

Special Olympics Wyoming Staff may take the following disciplinary steps.

**Step 1** Verbal warning to the Athlete. Parent/Guardian and Coach are notified. Documentation is placed in the Athlete's file after a second verbal warning.

**Step 2** A written Incident Report is completed giving warning to the Athlete. The Area Director, State Office and Parent/Guardian/Coach receive a copy.

**Step 3** The Area Director or Local Coordinator will conduct a personal meeting with the Athlete to review unacceptable behavior and to agree on a plan for improvement. If the Athlete is under 18, or over 18 and has a guardian, he/she will be accompanied by his/her parent/guardian or caseworker. If the Athlete is over 18 and his/her own guardian, he/she may choose to have another adult present. The meeting will be documented in writing and copies distributed to the Athlete, Area Director, State Office, parent/guardian or caseworker.

**Step 4** Suspension from practices or competition for a specified period of time. The State Office must be contacted before an Athlete is suspended. The action will be documented in writing and presented to the Athlete, parent/guardian or caseworker and a copy will be sent to the State Office. Further action could be, but is not limited to, suspension for a longer time period or permanent expulsion.

**SPECIAL OLYMPICS WYOMING  
ATHLETE CODE OF CONDUCT VIOLATION  
Incident Report**

<b>Athlete or Partner Name:</b>		
Date:	Time:	Location:
<b>Describe incident:</b>		
<b>Reported by:</b>		Phone:
Role in the event:		
<b>Witness(s):</b>		
Name:		Phone:
Name:		Phone:
Name:		Phone:
<b>Describe any injury:</b>		
<b>Describe any property damage:</b>		
<b>Analysis:</b> <i>What do you think caused or contributed to the incident?</i>		
<b>Prevention:</b> <i>What action will be taken to prevent a reoccurrence?</i>		
<b>Recommendation(s):</b>		
<b>Area Director or Local Coordinator Signature:</b>		Date completed:
<b>Notification provided to:</b>		
<b>Athlete or Partner Signature:</b>		Date:
<b>Investigation conducted by:</b>		Date:

LEVEL I BEHAVIORS (minor inappropriate behaviors)	LEVEL I CONSEQUENCES	LEVEL 2 BEHAVIORS (socially inappropriate behavior directed toward others)	LEVEL 2 CONSEQUENCES	LEVEL 3 BEHAVIORS (defiance or aggressive behavior directed toward self or others)	LEVEL 3 CONSEQUENCES
<ul style="list-style-type: none"> <li>Disregard for the Code of Conduct</li> <li>Any behavior deemed by a Coach or supervisor to fit this level.</li> </ul>	<ul style="list-style-type: none"> <li>Verbal warning</li> </ul>	<ul style="list-style-type: none"> <li>Any of the Level 1 behaviors after a verbal warning.</li> <li>Disrespect toward another athlete, coach, official, etc.</li> <li>Inappropriate language, gestures, bullying, teasing.</li> <li>Aggressive actions (shoving, pushing, spitting, etc.).</li> <li>Progressive Infractions (physical or verbal behavior that inhibits the training/ competition process.</li> <li>Any behavior deemed by a Coach, Official, or supervisor to fit this level.</li> </ul>	<p>Written warning (Incident Report)</p>	<ul style="list-style-type: none"> <li>Physical assault – Athlete is a danger to self or others.</li> <li>Physical fight.</li> <li>Spitting at an athlete.</li> <li>Illegal acts – weapons, possession of illegal substance, vandalism, theft.</li> <li>Destruction of property.</li> <li>Insubordinate behavior – direct and immediate refusal to comply with a reasonable instruction within a specified period of time.</li> <li>Any behavior deemed by a Coach, Official, or supervisor to fit this level.</li> </ul>	<ul style="list-style-type: none"> <li>Suspension from practices or competition for a specified period of time.</li> </ul> <p><i>** The length of time for a suspension will be determined on a case-by-case basis.</i></p>

\*Athletes with criminal or abusive history are covered under the Safety Exclusion Policy.

## **ATHLETE APPEAL PROCESS**

The Athlete has the right to appeal any disciplinary action.

1. The Athlete or the Athlete's representative must submit a written appeal to the President/CEO of Special Olympics Wyoming.
  - a. The appeal must include a request for a meeting within 30 days of being notified of the disciplinary action. This meeting may be face to face, via video conference, or via the phone.
2. The Director of Field Services will hear the appeal, and may also include another designee not involved with the situation.
  - a. A decision must be rendered in writing within 21 days following the meeting and may reverse, amend or affirm the disciplinary action.
3. The decision will be submitted to the Athlete, Coach, Local Coordinator, and the Area Director and will include, if applicable, a plan of action for the Athlete to correct the unacceptable behavior that led to the disciplinary action.